

**MINUTES OF THE EAST GREENWICH SCHOOL COMMITTEE  
MEETING**

**TUESDAY, JULY 14, 2009**

**Town Council Chambers**

**125 Main Street**

**EAST GREENWICH, RI 02818**

**ANY ITEMS CONSIDERED BY SCHOOL COMMITTEE MAY BE  
SUBJECT TO A VOTE**

**I. Call to Order**

The first July meeting of the East Greenwich School Committee was held on Tuesday, July 14, 2009 at the Town Council Chambers at 7:15p.m. Members present: JeanAnn Guliano-Chair, Anne Palumbo-Vice-Chair, Susan Records, Robert Durant, Mary Ellen Winters, and Deidre Gifford, as well as Superintendent, Dr. Victor Mercurio, Director of Administration, Maryanne Crawford, and Director of Special Education, Paula Dillon Mr. Martin was absent.

**II. The meeting commenced with the Pledge of Allegiance to the flag.**

**III. Public Comments**

Judy Lonardo, Forest Lane, spoke about the policy for non-profit groups to pay \$18.00 per hour for use of school buildings. It is a great hardship for Brownies and Girl Scouts since troop leaders are volunteers and this amount will affect the survival of these troops. She would like this reconsidered. It was noted that schools are a good place for meetings and troop funds are better spent. Mrs.

**Guliano understands how much they give to the community but the decision to charge these groups was made during budget time and we needed the policy to be consistent. Mrs. Guliano stated this can be re-evaluated for the next school year.**

**Jennifer Condon supports Girl Scouts and asked about school resource officers. She feels they need to be in school buildings since they build relationships with students. Mrs. Guliano would like them in the schools but it is a budgetary issue and these officers were needed by the Police Department for patrol.**

**IV. On a motion made by Mrs. Gifford and seconded by Mr. Durant, the Committee voted unanimously to approve the minutes of the May 20th and 26th Executive Sessions and June 16 Regular and Executive Sessions with some changes to the June 16th meeting.**

#### **V. Recognitions**

**The School Committee recognized the Retiring Teachers and several of them were present at the meeting to receive a certificate. Outgoing Finance Committee Member, Bill Eustis was recognized for his two years of service.**

#### **VI. Action Items**

##### **a. Resignation**

**i. Mr. Durant made a motion which was seconded by Mrs. Winters to accept the resignation of Jessica Barrett, Speech-Language Pathologist for EGPS, effective June 22, 2009. The motion passed unanimously.**

**ii. Mr. Durant made a motion which was seconded by Mrs. Winters to accept the resignation of William Eustis, Finance Committee Member.**

**The motion passed unanimously.**

**b. Leave of Absence**

**i. Mrs. Winters made a motion which was seconded by Mrs. Gifford to approve the leave of absence of Melissa Costa, Mathematics Teacher at Archie Cole Middle School, for the 2009-2010 school year. The motion passed unanimously. It was noted that this is without pay or benefits.**

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**c. Appointments:**

**FALL COACHES FOR HIGH SCHOOL**

**Mrs. Gifford made a motion which was seconded by Mr. Durant to accept the coaching appointments as follows: The motion passed unanimously.**

**i. Cara Lustig, Assistant Girls Tennis; Bob Corr, Head Football; Vincent Ucci; Assistant Football; Joseph Ucci, Assistant Football; Debra McMullen, Head Field Hockey; Renee Gannon, Assistant Field Hockey; Patrick McGuirl, Head Boys' Soccer; Robert Larocco, Assistant Boys' Soccer; David Petrucci, Head Girls' Soccer; John Hoxsie, Assistant Girls' Soccer; Peter Dion, Head Boys' Cross Country, Marc Brocato, Head Girls' Tennis; Dustin Coleman, Head Girls' Cross Country; Theresa Waggoner, Head Girls' Volleyball; Stacey Munzert, Head Cheerleading Advisor**

**TEACHERS, CUSTODIANS, FINANCE COMMITTEE MEMBER**

**ii. Mr. Records made a motion which was seconded by Mrs. Gifford to approve the appointment of Elizabeth Sanfillippo, 1.0 Social Studies**

at EGHS, for one year only. The motion passed unanimously. It was noted that there is no formal evaluation process for long-term substitutes but the hiring committee felt she was qualified for the position. The motion passed with Mrs. Palumbo abstaining. In the future, the School Committee would like the appointments of long term substitutes to go through the personnel subcommittee. They would like a more formal evaluation process in place for the high school appointments.

iii. On a motion made by Mrs. Gifford and seconded by Mrs. Palumbo, the Committee voted to table the appointment of Sara Almquist, 1.0 Mathematics teacher at EGHS.

iv. On a motion made by Mrs. Records and seconded by Mr. Durant, the Committee voted unanimously to approve the appointment of Mary Ellen Flanagan, Special Education Department Chair at Cole and EGHS, effective 8-31-09, for one year only.

v. On a motion made by Mrs. Gifford and seconded by Mr. Durant, the Committee vote unanimously to approve the appointment of Jeanne-Marie Vaughn, 1.0 School-Nurse Teacher, at Archie Cole Middle School, effective 8-31-09.

vi. Mr. Durant made a motion which was seconded by Mrs. Gifford to approve the appointment of Mary Sullivan, K-3 Special Educator at Meadowbrook Farms School. The motion passed unanimously.

vii. Mrs. Gifford made a motion which was seconded by Mr. Durant to table the appointment of a K-3 Reading Specialist at Meadowbrook Farms School.

viii. On a motion made by Mr. Durant and seconded by Mrs. Gifford,

the Committee voted unanimously to approve the appointment of Joan Brown, Middle School Special Educator at Archie Cole Middle School, for one year only.

ix. Mrs. Winters made a motion which was seconded by Mr. Durant to approve the appointment of Lisa Rozzero, Art Teacher for 0.5 Eldredge and 0.5 Hanaford Schools, effective 8-31-09. Principal Giusti stated that this candidate was in the position last year and he was very pleased with her work. He also had positive recommendations

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from her fellow teachers. He felt good going through the interview process with two candidates. Mrs. Palumbo has concerns with Mrs. Rozzero's three letters of recommendations which came from interviewers. She also is concerned that there is no formal evaluation process for long-term substitutes. Mr. Giusti observed Mrs. Rozzero and Principal Uhrin also wrote an evaluation for her. Ms. Uhrin has recommendation letters from last year. Mrs. Gifford would like a discussion on the process for appointments of internal candidates. The motion passed with Mrs. Palumbo voting no.

x. Mrs. Gifford made a motion which was seconded by Mrs. Palumbo to approve the appointment of Daniel Seger, 1.0 Social Studies Teacher at Archie Cole Middle School, effective 8-31-09. The motion passed unanimously.

xi. Mr. Durant made a motion which was seconded by Mrs. Palumbo to approve the following custodian appointments: EGHS (Bob Kurtz-Head, Head Night Custodian-Michael Lallo) and Hanaford (Larry

**Audet-Head Custodian) (Anthony Petrangelo-Custodian). It was noted that these are not new custodians but changes based on seniority. Mrs. Gifford would like documentation since Mr. Audet is getting a promotion. The motion passed with Mrs. Gifford abstaining.**  
**xii. There is no appointment at this time for a new Finance Committee member.**

**d. High School Student/Teacher Handbook for 2009-2010**

**Assistant Principal Podraza stated that this handbook will be gone through one more time before it is sent to print. The School Committee had some changes. Mrs. Palumbo made a motion which was seconded by Mr. Durant to approve the Handbook with the changes discussed. The motion passed unanimously.**

**e. Teacher Evaluation Protocol Approval**

**Mrs. Pat Dulac noted that this was a two year process focusing on four areas, and is different from the current process. It is for tenured and non-tenured teachers. Teachers have a choice of a classroom visit or goals. It was noted that non-tenured teachers will immediately be evaluated. Mr. Durant noted that a teacher's goals need to reflect the district Strategic Plan of School Improvement Plan. Mrs. Gifford thanked Mrs. Dulac and her committee for all their work on this document. Mrs. Records asked if the RI Beginning Teacher Standards were taken into consideration. Mrs. Dulac responded that she was on that committee. Mrs. Records wants the document to be more specific on what a teacher needs to do. Since this is the first reading, it will be put on the agenda for August. The new superintendent and the personnel subcommittee should take a look**

at this document and Mrs. Dulac needs feedback by the end of July. Donna Hayes, EGEA co-president, stated that any changes need to go back to their membership. Mrs. Gifford stated that in the future the School Committee will present their comments before the membership takes their vote.

**f Approval Contracts for Administrators**

Mr. Durant made an motion which was seconded by Mrs. Winters to approve the administrative contracts as follows: Alexis Meyer, Principal of Archie Cole Middle School, a three year contract; Maryanne Crawford, Director of Administration, a three year contract, Cheryl Vaughn, Principal of Frenchtown School, a three year contract; Domenic Giusti, Principal of Eldredge School, a three year contract; and Christine Uhrin, Principal of Hanaford School, a one year contract (this is a one year only appointment). The motion passed unanimously.

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**g. Approval of Contract for Meadowbrook Principal**

Mrs. Winters made a motion which was seconded by Mrs. Durant to give Tara McAuliffe, Meadowbrook Farms Principal, a one year contract. Mrs. Records will not vote for this unless specific language is included in the contract. Mrs. Winters then withdrew her motion and Mrs. Records made a motion to table with the revisions. This was seconded by Mr. Durant and was unanimous. It was decided that the personnel subcommittee will work with Dr. Mercurio and Maryanne Crawford on the language to be put into the contract.

**h. On a motion made by Mrs. Winters and seconded by Mrs.**

**Palumbo, the Committee voted unanimously to approve the Home School Requests for Eldredge Grade 5, and Frenchtown Grade 3 students.**

## **VI. Discussion Items**

### **a. CPT Focus Group Report**

**Mrs. Dillon reported on the supports that would be available for the 2009-2010 school year. One recommendation the focus group came up with is professional development funding already contracted through the East Bay Collaborative. Paula will coordinate with Principals Giusti and Uhrin for professional development. Another was utilizing technology education with students working at an individual pace. (This is in the budget for 2009-2010). Options were reviewed for having a stipend for a parent or teacher to run a program such as Mock Trial. This opportunity could be expanded for other students. Mrs. Guliano would like a summary of costs for these recommendations and asked for an email communication link. Since this is the preliminary recommendation, it will be put on the August agenda. Mrs. Gifford would like to be put on the committee. Mrs. Gifford noted that if the costs are added up we may be getting close to the cost of a part-time CPT teacher.**

**She added that it will be a challenge to evaluate a program that is not currently in existence. She also stated that corporate donations shouldn't be encouraged because it sends a message that it isn't the Town's responsibility to fund programs.**

### **b. Technology Committee Report**

**Janet Novack and Cliff Weiss worked with the technology committee**



and gave an update on their work. There was a discussion on the new language lab and options for new technology lease purchases. It was noted that one company bid on the new language lab work. The School Committee wants the dollars that corresponds to the list of equipment and the current state of technology. Mr. Nettik stated that the language lab complicated everything because no funding is coming from the stimulus. Donna Hayes stated that this committee needs to continue work for what is needed and the list is just skimming the surface since we are not where we need to be. Wendy Schmidle, the Town Technology Director, suggests that the town and school need to work together on the needs.

#### **c. Personnel Committee**

##### **i. Survey Update**

Mrs. Records stated that 100 people responded and overall they are very happy working in East Greenwich Schools. They indicated they want to be communicated with, treated with respect, and have an open door policy with administrators. The personnel subcommittee should get together with Maryanne Crawford and Superintendent Mercurio.

ii. Discussion of interview process/procedure (administrators and non-administrators). There were issues with administrators establishing procedures for hiring. Teachers and staff want confidence we are following procedures. Mrs. Palumbo stated that the procedures are lacking and the School Committee rubber stamps the appointments, not that they don't trust the administrators.

A question was asked about posting jobs internally. High School Principal Nota stated that long term substitutes don't have any right to a job, they have to interview. Mrs. Crawford suggested a scoring mechanism for new hires and how it is reported to the School Committee. It needs to be in a policy, and something should be in place for January. Donna Hayes would like to be part of the personnel subcommittee since she has some good ideas.

**d. UCOA**

Wendy Schmidle stated that there was a meeting on June 23rd for non-pilot school districts. She noted that it is in a state of flux and the Department of Education needs to implement the plan. She noted that additional change will be coming. The go live date is September 21st. She is concerned with journal entries. Linda Rawlings will take the dollars we have in the system and match them to the In\$ite Report. As districts are going live, information will be in the data warehouse.

**e. Disproportionality Report-Paula Dillon**

Mrs. Dillon stated that districts cannot be significantly disproportionate according to the Department of Education. We have to report, review, and revise our practices in how we report specific disability categories. We need to publicly report on these policies. Mrs. Dillon stated that East Greenwich was not calculating correctly on IEP forms in 2007-2008 but it has been corrected and East Greenwich has also completed case study reviews. The procedural manual will help East Greenwich to improve. Mrs. Dillon stated that professional development the entire year was devoted to properly

identifying students and we might be disproportionate but we are accurate.

#### **VI. School Committee Concerns**

Mrs. Palumbo asked who would be taking over the Performance Based Graduation Requirements Position and when it would be starting, since there is an anxiety level for students. Mrs. Dulac responded that interviews are ongoing and there will be a recommendation in the next few weeks.

VII. On a motion made by Mr. Durant and seconded by Mrs. Gifford, the Committee, being polled individually, voted unanimously to adjourn at 10:20p.m. and go into Executive Session under R.I.G.L. 42-46-5 (a) (2) for Teacher Contract Negotiations.

Respectfully submitted,

**Virginia Giuliani**

**Secretary**